New York Metro Region / Approved Retail Representative Headcount 1997

	RBM Actual December	RM Presentations January	Difference vs. RBM
Yonkers	9.1	9.4	RM added 237 qtrly calls
Nassau	10.3	10.3	Numbers Match
No.Jersey	7.8	8.9	RM added 30 biwkly, 81 mo, 46 qtrly calls (+157 stores)
Queens	11.2	11.2	Numbers Match
	38.4	39.8	

1997 Authorized		Explaination
Yonkers	10	**Add .52 assignment from Manhattan (Queens)** (from 9.4 to 9.9)
Queens	11	**Reduce .52 assignment to yonkers** (from 11.2 to 10.7) It's important to use "ALL" cushion in BROOKLYN!
No.Jersey	9	**Using the 7.8 RBM number ... this will give 1.2 headcount cushion for Pathmark & growth.** (7.8 plus 1.2 cushion = 9 R/R headcount)
Nassau	11	**As discussed due to the reduction of 1 sales assignment / Nassau will have cushion** (10.3 with .7 cushion = 11 retail assignments)
Region	41	

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Source: https://www.industrydocuments.ucsf.edu/docs/ghdp0000

Sales Assignments "WITH RJR CONTRACTS"

	Freq.	J. City	Yonkers	Nassau	Manh.	Brooklyn	N.Jersey	Queens	Region
200+	52								
	24	75%	60%	60%	100%	70%	80%	75%	75%
	12	25%	40%	40%		30%	20%	25%	25%
	4								
125-199	24	25%	40%	40%	100%	20%	30%	25%	30%
	12	75%	60%	60%		80%	70%	75%	60%
	4								
100-124	12	100%	100%	100%	100%	100%	100%	100%	100%
	4								
75-99	12	100%	100%	100%	100%	100%	100%	100%	100%
	4								
50-75	12		100%		100%			100%	40%
	4	100%		100%		100%	100%		60%
<50	4	100%	100%	100%	100%	100%	100%	100%	100%

Sales Assignments "NO RJR CONTRACTS"

		J. City	Yonkers	Nassau	Manh.	Brooklyn	N.Jersey	Queens	Region
200+	24								
	12	50%	60%	60%	100%	100%	80%	25%	70%
	4	50%	40%	40%			20%	75%	30%
125-199	24								
	12	50%	60%	60%	100%	100%	80%	25%	70%
	4	50%	40%	40%			20%	75%	30%
100-124	12	50%	60%	50%	100%	100%	80%	25%	60%
	4	50%	40%	50%			20%	75%	50%
75-99	12	33%	50%	25%	100%		80%	25%	40%
	4	67%	50%	75%		100%	20%	75%	60%
50-75	12							25%	
	4	100%	100%	100%	100%	100%	100%	75%	100%
<50	4	100%	100%	100%	100%	100%	100%	100%	100%

Frequency Summary

	Freq.	w/Contract	w/o Contract	Model
200+	52			
	24	75%		53%
	12	25%	70%	49%
	4		30%	
125-199	24	40%		47%
	12	60%	70%	53%
	4		30%	
100-124	12	100%	60%	100%
	4		40%	
75-99	12	100%	40%	98%
	4		60%	2%
50-75	12	40%		
	4	60%	100%	6%
<50	4	100%	100%	0%

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Source: https://www.industrydocuments.ucsf.edu/docs/ghdp0000

Sales Assignments "WITH RJR CONTRACTS"

	Freq.	J. City	Yonkers	Nassau	Manh.	Brooklyn	N.Jersey	Queens	Region
200+	52								
	24	75%	60%	60%	100%	70%	80%	75%	75%
	12	25%	40%	40%		30%	20%	25%	25%
	4								
125-199	24	25%	40%	40%	100%	20%	30%	25%	40%
	12	75%	60%	60%		80%	70%	75%	60%
	4								
100-124	12	100%	100%	100%	100%	100%	100%	100%	100%
	4								
75-99	12	100%	100%	100%	100%	100%	100%	100%	100%
	4								
50-75	12		100%		100%			100%	20%
	4	100%		100%		100%	100%		60%
<50	4	100%	100%	100%	100%	100%	100%	100%	100%

Sales Assignments "NO RJR CONTRACTS"

	Freq.	J. City	Yonkers	Nassau	Manh.	Brooklyn	N.Jersey	Queens	Region
200+	24								
	12	50%	60%	60%	100%	100%	80%	25%	70%
	4	50%	40%	40%			20%	75%	30%
125-199	24								
	12	50%	60%	60%	100%	100%	80%	25%	70%
	4	50%	40%	40%			20%	75%	30%
100-124	12	50%	60%	50%	100%	100%	80%	25%	60%
	4	50%	40%	50%			20%	75%	40%
75-99	12	33%	50%	25%	100%		80%	25%	40%
	4	67%	50%	75%		100%	20%	75%	60%
50-75	12							25%	
	4	100%	100%	100%	100%	100%	100%	75%	100%
<50	4	100%	100%	100%	100%	100%	100%	100%	100%

Frequency Summary

Freq.	w/Contract	w/o Contract	Model
200+ 52			
24	75%		60%
12	25%	70%	40%
4		30%	
125-199 24	40%		40%
12	60%	70%	60%
4		30%	
100-124 12	100%	60%	100%
4		40%	
75-99 12	100%	20%	98%
4		80%	2%
50-75 12	20%		
4	60%	100%	0%
<50 4	100%	100%	0%

RJR Confidential

Source: https://www.industrydocuments.ucsf.edu/docs/ghdp0000

1997 Local Performance Budget

- ❑ Budget is based on $155 per eligible employee
- ❑ Retail Representatives that have completed 1 year are eligible
- ❑ Taxes will be grossed up on all awards (budget is $200 per employee / award $155)
- ❑ Awards should be in letter form (employee charges on Bi-wkly expense report)

This is the same procedure used in 1996.

		Mgr/ Coord.	Sales Reps.	Retail Reps.	TOTAL Eligible	$ per Emp.	Total 97 Budget	Gross-up Budget Budget +.28% tax
Rou		4			4	$155	$620	$800
J.City			9		9	$155	$1,395	$1,800
Yonkers	sales	1	9		10	$155	$1,550	$3,400
	retail			7 of 11	7	$155	$1,085	
Nassau	sales	1	8		9	$155	$1,395	$3,000
	retail			6 of 11	6	$155	$930	
Manhattan			10		10	$155	$1,550	$2,000
Brooklyn			10		10	$155	$1,550	$2,000
No.Jersey	sales	1	8		9	$155	$1,395	$2,600
	retail			4 of 9	4	$155	$620	
Queens	sales	1	12		13	$155	$2,015	$3,800
	retail			6 of 11	6	$155	$930	
NJ chain		2			2	$155	$310	$400
NY chain		3			3	$155	$465	$600
RSM Rpts.		12			12	$155	$1,860	$2,400
Total		25	66	23	114	$155	$17,670	$22,800

[redacted]

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Source: https://www.industrydocuments.ucsf.edu/docs/ghdp0000

1997 Local Performance Budget

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- ❑ Retail Representatives that have completed 1 year are eligible
- ❑ Taxes will be grossed up on all awards (budget is $200 per employee / award $155)
- ❑ Awards should be in letter form (employee charges on Bi-wkly expense report)

  This is the same procedure used in 1996.

		Mgr/ Coord.	Sales Reps.	Retail Reps.	TOTAL Eligible	$ per Emp.	Total 97 Budget	Gross-up Budget Budget +.28% tax
Rou		4			4	$155	$620	$800
J.City			9		9	$155	$1,395	$1,800
Yonkers	sales	1	9		10	$155	$1,550	$3,400
	retail			7 of 11	7	$155	$1,085	
Nassau	sales	1	8		9	$155	$1,395	$3,000
	retail			6 of 11	6	$155	$930	
Manhattan			10		10	$155	$1,550	$2,000
Brooklyn			10		10	$155	$1,550	$2,000
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	retail			6 of 11	6	$155	$930	
NJ chain		2			2	$155	$310	$400
NY chain		3			3	$155	$465	$600
RSM Rpts.		12			12	$155	$1,860	$2,400
Total		25	66	23	114	$155	$17,670	$22,800

[redacted]

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Source: https://www.industrydocuments.ucsf.edu/docs/ghdp0000

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	retail			6 of 11	6	$155	$930	
Manhattan			10		10	$155	$1,550	$2,000
Brooklyn			10		10	$155	$1,550	$2,000
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	retail			6 of 11	6	$155	$930	
NJ chain		2			2	$155	$310	$400
NY chain		3			3	$155	$465	$600
RSM Rpts.		12			12	$155	$1,860	$2,400
Total		25	66	23	114	$155	$17,670	$22,800
							This is what you can spend!	
Extra							$1,080	$1,200
Grand Total							$18,750	$24,000

$18750 x 128% = $24,000

22-Apr-97

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R.J.Reynolds Tobacco Co.

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Source: https://www.industrydocuments.ucsf.edu/docs/ghdp0000

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22-Apr-97

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R.J.Reynolds Tobacco Co.

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Source: https://www.industrydocuments.ucsf.edu/docs/ghdp0000